

Dejuan Shields

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SUMMARY

Experienced HR Manager with 4+ years focusing on Retail. Known for leadership.

CORE SKILLS

Talent

Employer Branding • Onboarding • Recruitment • Sourcing

Operations

Payroll Coordination • Benefits Administration • HRIS (Workday/BambooHR)

People Practices

Employee Relations • Performance Management

Compliance

GDPR • Workplace Investigations

EXPERIENCE

HR Business Partner — Tromp - Mann (2015 - 2022)

- Implemented a performance review program which improved engagement scores by 20 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 10%.

HR Business Partner — Frami and Sons (2023 - 2025)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 193 roles across EMEA/US, reducing time-to-hire by 12%.
- Rolled out benefits and L&D programs that increased retention in key teams by 7%.

HR Manager — Carter - Robel (2014 - 2017)

- Led recruitment for 179 roles across EMEA/US, reducing time-to-hire by 11%.
- Rolled out benefits and L&D programs that increased retention in key teams by 16%.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Manager — Lynch and Sons (2020 - Present)

- Rolled out benefits and L&D programs that increased retention in key teams by 11%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 8 points.

HR Manager — Prosacco, Brekke and Wiza (2020 - Present)

- Implemented a performance review program which improved engagement scores by 5 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Led recruitment for 65 roles across EMEA/US, reducing time-to-hire by 16%.
- Managed complex employee relations issues and maintained compliance with local employment law.

ACADEMIC BACKGROUND

B.A. Business Administration, Crist and Sons University (2016)

PROJECTS

acidus - Networked composite initiative